

SUPERVISORY BOARD REMUNERATION POLICY 2022 - ONWARDS

COMPENSATION STRATEGY AND PRINCIPLES

The existing remuneration policy was adopted by the Annual General Meeting of Shareholders ('General Meeting') on May 18, 2020. This new remuneration policy applicable to the members of the Supervisory Board ('Remuneration Policy') is proposed by the Supervisory Board following a periodical review, analysis and evaluation of the existing policy.

The main changes in the Remuneration Policy are:

- Amendment of the compensation of the members of the Supervisory Board; and
- Introduction of a travel allowance physical attendance at meetings for members of the Supervisory Board.

The Remuneration Policy includes the remuneration principles and proposed compensation applicable to the individual compensation of the Supervisory Board. Subject to adoption by the General Meeting, the Remuneration Policy will be applied with retrospective effect as from January 1, 2022.

The purpose of the Remuneration Policy for the members of the Supervisory Board of ASM International N.V. ('ASMI') is to provide compensation that:

- a) Motivates and rewards executives in Supervisory Board with a balanced compensation, in sync with role and responsibilities.
- b) Allows ASMI to attract, reward and retain highly qualified members of the Supervisory Board with the required background, skills and experience.

The compensation of the members of the Supervisory Board is based on fixed amounts paid in cash and reflect median market pay levels according to responsibilities of the role, size and complexity of a listed high tech global company. This compensation structure ensures the independence of the members of the Supervisory Board and the effectiveness from a corporate governance perspective. The members of the Supervisory Board are not entitled to any performance or equity related compensation and are not entitled to any pension allowance or contribution.

In order to capture the different dynamics of the Supervisory Board remuneration, the compensation levels for the members of the Supervisory Board are based on a comparability study of a combination of Dutch general market companies and international sector-specific companies. Starting point was the ASMI Management Board Remuneration peer group as contained in the Remuneration Policy Management Board. The selection of the companies included in the market reference group are based on comparability to ASM in terms of: governance structure (two-tier system), size and scope.



The annual compensation and committee fees of the Members of the Supervisory Board according to roles and responsibilities are the following:

Chair of the Supervisory Board	€97,500
Member of the Supervisory Board	€66,000
Chair of the Audit Committee	€15,000
Member of the Audit Committee	€10,000
Chair of the Nomination, Selection and Remuneration Committee	€11,000
Member of the Nomination, Selection and Remuneration Committee	€7,400

Actual and reasonable travel expenses of the members of the Supervisory Board are reimbursed together with a travel allowance of €2,500 for continental travels (with a maximum of €10,000 per year) and €5,000 for intercontinental travels if operated for physical attendance at meetings (with a maximum of €20,000 per year).

The Supervisory Board remuneration levels and pay are in principle defined for the period of this policy. Each year the actual paid remuneration will be disclosed in the Remuneration Report. In case of any material change before the end of the term of this policy, an amendment will be explained and proposed for adoption to the General Meeting.

APPOINTMENT

Members of the Supervisory Board are appointed for a maximum term of four years with the opportunity of being reappointed in line with the Corporate Governance Code. The actual appointment is subject to the approval of the General Meeting.

LOANS

ASMI does not provide any personal loans, guarantees or advance payments to the Members of the Supervisory Board. ASMI does issue an indemnification to the members of the supervisory board.